

**MINUTES OF MEETING OF BOARD OF SCHOOL TRUSTEES  
OF  
CLAY COMMUNITY SCHOOLS**

A Special Session of the Clay Community Schools Board of Trustees was held in the Commons of North Clay Middle School, 3450 W State Road 340, Brazil, IN 47834, on Monday, October 4, 2021. Michael Shaw, Lynn Romas, Tom Reberger, Amy Burke Adams, and Charley Jackson were present. Ryan Keller and Andrea Baysinger were absent.

**I. Call to Order**

The special session meeting was called to order at 6:30 p.m. by Board President Tom Reberger.

**II. Teacher Collective Bargaining Public Meeting**

Superintendent Fritz explained that a formal bargaining session had been held with the CCCTA (Clay Community Classroom Teachers Association) on September 22, 2021, and a tentative agreement had been established, pending CCCTA membership and Clay Community Schools Board of Trustees approval. A recommendation for approval to ratify the new teacher contract will be presented to the Board at the October 7, 2021, regular session board meeting.

At this point, Mr. Reberger opened a public meeting to allow discussion of the tentative collective bargaining agreement, as required by Indiana Code 20-29-6-19, Sec. 19. (a).

Prior to offering a summary of the tentative agreement, Superintendent Fritz recognized Michele Hunter as the CCCTA president as well as an excellent teacher and an excellent leader for teachers. He commented that it had been a pleasure to continue to work with her. Two informal bargaining sessions had gone well, and the formal bargaining session was completed in one day; he thanked her for that.

Superintendent Fritz stated that much of the language changes proposed in Section 8 was developed to help address the teacher shortage, which has been felt all around the state as well as the nation. He referenced an ISU survey from last week that showed the top four subject areas that are the hardest to fill. First was special ed, followed by math, science, and a new one—elementary ed.

Superintendent Fritz then shared a summary of the tentative agreement. A copy of the tentative agreement summary will become a part of the official minutes.

Having presented the information summarizing the tentative agreement with the CCCTA, the teacher collective bargaining public meeting portion of the special session was closed by Mr. Reberger.

### **III. Classified & Bus Driver Handbook Revisions – First Reading**

Information from Mr. Chris Ross, Director of Human Resources, had been sent to board members prior to the meeting regarding proposed raises for all classified employees, including bus drivers, along with revisions to the Classified and Bus Driver Handbooks. No vote was necessary, as a second reading and recommendation for approval is to be brought to the Board at the October 7 regular session board meeting.

### **IV. Administrator Handbook Revisions – First Reading**

Information from Mr. Chris Ross, Director of Human Resources, had been sent to board members prior to the meeting regarding proposed revisions to the Administrator Handbook. No vote was necessary, as a second reading and recommendation for approval is to be brought to the Board at the October 7 regular session board meeting.

### **V. English Language Teacher of Record Job Description – First Reading**

The job description for an EL Teacher of Record had been included in the board packet. No vote was necessary, as a second reading and recommendation for approval is to be brought back to the Board at the October 7 regular session.

### **VI. Adjournment**

Having exhausted all agenda items, the meeting was adjourned at 6:39 p.m.

The meeting was audio recorded and copies may be requested by contacting the Central Administrative Office.